EXEC SEARCH – SETTING UP A TECH DIVISION

Most noteworthy success was the opportunity to build a VERY high performing team from scratch and quickly.

AT A GLANCE

CHALLENGES

- Time sensitive hire.

- Key hire as this candidate would be critical to the functioning of the team.

- Understanding team culture and finding the right fit.

WINS

- Strong shortlist with great quality options.

- Quick turn-around, eight weeks from CV send, to offer and placement.

- Developed a true partnership with the client.

"*GemPool are great to work with. No messing, no bull. They get the job done to a high quality and are honest along the way. For me, it allows me to focus on other things, knowing that the CV flow will be there when I need it and to a high quality also.*"

CTO

OBJECTIVES

Our client came to us with the aim to help set up their new tech division in Ireland. They are a leading aesthetic clinic across Ireland and the UK.

The CTO of the company approached us to make one of their most **critical hires- Head of Engineering**. This person would spearhead the engineering function and drive culture for the division.

SOLUTIONS

We deployed two of the most highly experienced Recruiters to shortlist for the role. This required nuanced headhunting tactics, investment in paid advertising and a deep understanding of the type of personality that would make the best fit.

Within two weeks, a shortlist of 8 viable candidates were shortlisted and interviews began. The interview process was three phases and the preferred candidate was progressed through the process in **two weeks to offer and acceptance stage**.

RESULTS

#1 Key result
This key hire in 8 weeks from requirements gathering to bum on a seat.

#2 Key result
Our ability to keep the time to hire as short as possible allowed the client to then turn their attention to begin building out both engineering but also design teams.

#3 Key result
We were also central in speccing out the structure of these teams, the budget needed to build them and the skills available in the market.